Human Resources and Skills Development Canada | Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

May 15, 2009

Également disponible en français

First Edition of the *Labour Focus* Newsletter

The Labour Program is proud to launch a new quarterly newsletter called *Labour Focus*. It is filled with articles, announcements, tips and facts, and information about Labour Program events, policies and programs. Go ahead and take a look!

The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Wage Settlements

Covering 500 or More Employees

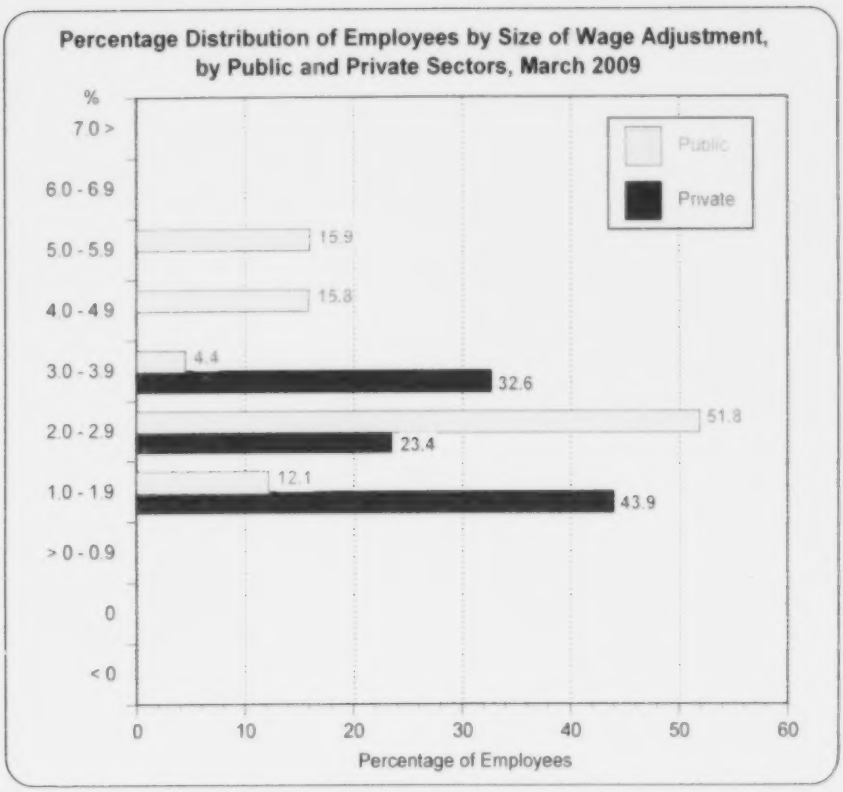
March 2009

Wage adjustments from major collective bargaining settlements in March 2009 averaged 2.9% annually over the contract term, the same as in the previous month. The results are based on 21 agreements covering 31,960 employees.

When the parties to these first-quarter settlements negotiated previously, the resulting wage adjustments averaged 2.5%, which is lower than their current settlements. Contract duration in March 2009 averaged 43.9 months, compared to 41.2 months in the previous round of settlements.

Public-sector wage adjustments averaged 3.1% compared to 2.5% in the private sector,. The public-sector figure was influenced (upwards) by 2 health-sector agreements in Atlantic Canada (at 4.0 and 5.1%) and 3 Alberta public-sector agreements averaging 4.8%. The Government of Ontario provided 6,030 correctional officers with a wage adjustment of 2.4%. The private-sector figure was influenced (downwards) by 2 retail trade agreements, both recording average annual wage adjustments of 1.9%: No Frills Franchise Stores in Ontario and Canada Safeway Limited in Manitoba.

Canada



On a jurisdictional basis, average wage adjustments in March were largest in Nova Scotia, at 5.1% (a single health-sector agreement with EMC Emergency Medical Care Inc.). The second largest average wage adjustment was in Alberta at 4.2%. Wage adjustments in the federal jurisdiction averaged 2.2%. The largest concentration of agreements (33.3%) was in Ontario.

On an industry basis, March 2009 wage adjustments in descending order of magnitude were: the education, health, and social services at 3.7%; the utilities sector, the manufacturing sector, the information and culture sector, all 3 at 3.0%; public administration at 2.6%; transportation at 2.3%, retail trade at 1.9%; and the lowest adjustment was in finance and professional services at 1.7%. The largest concentration of agreements (47.6%) was in education, health, and social services.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2009		
	January	**February**	**March**
Sectors			
Public Sector	2.1	2.9	3.1
Private Sector	2.4	3.8	2.5
All Industries/Jurisdictions			
Average Annual Adjustment	2.1	2.9	2.9
Non-COLA	2.1	2.9	2.9
COLA	3.0	-	-

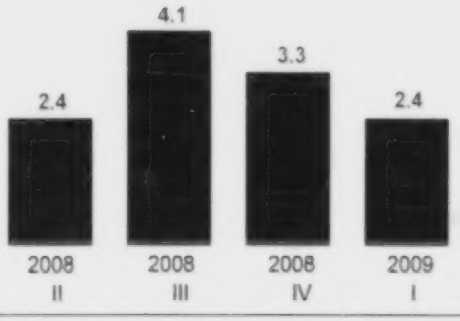
	2009		
	January	**February**	**March**
First-Year Adjustment	2.7	3.6	3.6
Non-COLA	2.7	3.6	3.6
COLA	3.0	-	-
Industries			
Primary Industries	-	2.5	-
Utilities	3.0	5.1	3.0
Manufacturing	2.7	2.8	3.0
Wholesale and Retail Trade	-	-	1.9
Transportation	1.7	-	2.3
Information and Culture	2.0	1.5	3.0
Finance and Professional Services	-	-	1.7
Education, Health, and Social Services	3.5	3.5	3.7
Entertainment and Hospitality	2.6	2.3	-
Public Administration	1.9	2.3	2.6
Jurisdictions			
Newfoundland and Labrador	5.0	5.0	-
Prince Edward Island	-	2.7	4.0
Nova Scotia	-	2.9	5.1
Quebec	1.5	-	2.0
Ontario	2.3	2.7	2.8
Manitoba	-	2.9	2.4
Alberta	2.5	5.1	4.2
Federal Jurisdiction	1.9	1.7	2.2

First Quarter 2009

Major collective bargaining settlements in the first quarter 2009 provided base-rate wage adjustments averaging 2.4% annually over the contract term, lower than the 3.3% figure in the previous quarter. The results are based on a review of 93 settlements and cover 301,880 employees.

When the parties to these first-quarter settlements negotiated previously, the resulting wage adjustments averaged 2.5%, only a fraction higher than their current settlements (2.4%). Contract duration in the first quarter 2009 averaged 45.3 months, compared to 44.4 months in the previous round of settlements.

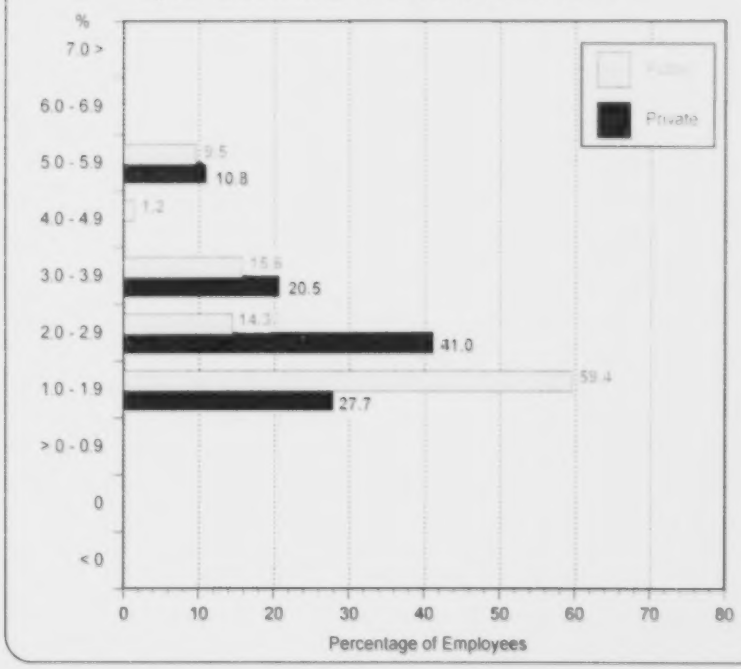
Percentage Wage Adjustments in Major Settlements by Quarter



In the first quarter 2009, 57.6% of employees recorded average annual wage adjustments in the 1.0 to 1.9% range; 15.8% of employees received adjustments in the 2.0 to 2.9% range; 15.9% of employees received adjustments in the 3.0 to 3.9% range; only 1.1% of employees received adjustments in the 4.0 to 4.9% range; 9.6% of employees received wage increases in the 5.0 to 5.9% range (mostly in Newfoundland and Labrador and Alberta).

The majority of agreements (82.8%) and employees (94.6%) in the first quarter 2009 was in the public sector. Public-sector wage adjustments averaged 2.4%, a decrease from 3.4% in the previous quarter. The public-sector results are based on a review of 77 settlements and cover 285,620 employees. This includes the 15 agreements in the federal jurisdiction.

Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, First Quarter 2009



Private-sector wage adjustments averaged 2.8%; a decrease from the 3.0% figure recorded in each of the 2 previous quarters. The private-sector results are based on a review of only 16 settlements and cover 16,260 employees.

The first-quarter figure was largely influenced by 15 federal public-sector agreements providing 141,100 employees with an average annual wage increase of 1.8%. Employees in these federal public-sector agreements accounted for 46.7% of the total employee coverage in major settlements during the quarter. Four Quebec public-sector settlements also recorded a relatively low average of 1.6%. In Ontario, public-sector wage adjustments averaged 2.5%; in Manitoba, 3.0%; in Alberta, 4.9%; and in Newfoundland and Labrador, 5.0%.

On an industry basis, the largest adjustment in the first quarter 2009 was in the utilities sector, at 4.1% (due largely to 2 ATCO Gas agreements in Alberta at 5.1%). The smallest average wage adjustment was in the finance and professional services sector at 1.7% (due to a single agreement with the National Research Council Canada). The majority of agreements (54.8%) was in the education, health, and social services sector where wage adjustments averaged 3.5%.

On a jurisdictional basis, Newfoundland and Labrador recorded the largest wage increase, at 5.0% (9 public-sector settlements, all at 5.0%). The smallest average wage adjustment (1.6%) was in Quebec; the largest concentration of agreements (45.2%) was in Ontario, where wage adjustments averaged 2.5%. In the federal jurisdiction, 19 settlements provided 145,080 employees with wage adjustments averaging 1.8%.

Average Annual Percentage Wage Adjustments by Quarter

	2008			2009
	2nd	3rd	4th	1st
Sectors				
Public Sector	3.1	4.5	3.4	2.4
Private Sector	1.7	3.0	3.0	2.8
All Industries/Jurisdictions				
Average Annual Adjustment	2.4	4.1	3.3	2.4
Non-COLA	2.8	4.1	3.4	2.4
COLA	1.3	4.1	2.4	3.0
First-Year Adjustment	2.3	5.6	3.5	3.1
Non-COLA	3.0	5.5	3.5	3.1
COLA	0.6	6.1	2.4	3.0
Industries				
Primary Industries	3.4	-	3.2	2.5
Utilities	2.1	3.5	-	4.1
Construction	-	4.7	-	-
Manufacturing	1.1	3.1	1.9	2.9
Wholesale and Retail Trade	1.7	2.5	3.4	1.9
Transportation	2.9	3.2	2.9	1.8
Information and Culture	2.1	1.6	2.0	1.9

	2008			2009
	2nd	3rd	4th	1st
Finance and Professional Services	2.9	-	2.9	1.7
Education, Health, and Social Services	3.9	4.7	3.4	3.5
Entertainment and Hospitality	1.2	2.3	3.2	2.5
Public Administration	3.3	3.0	3.4	2.0
Jurisdictions				
Newfoundland and Labrador	5.0	-	5.0	5.0
Prince Edward Island	-	3.0	-	3.6
Nova Scotia	2.9	4.7	-	3.0
New Brunswick	3.0	3.7	3.7	-
Quebec	2.1	2.8	2.5	1.6
Ontario	1.9	2.9	3.0	2.5
Manitoba	3.5	3.4	1.8	2.8
Saskatchewan	-	6.2	3.5	-
Alberta	4.7	5.3	5.0	4.4
British Columbia	3.4	2.6	2.5	-
Territories	4.4	-	-	-
Federal Jurisdiction	2.6	3.3	2.7	1.8

Average Annual Percentage Wage Adjustments by Year

	2006	2007	2008	2009
Sectors				
Public Sector	2.6	3.4	3.5	2.4
Private Sector	2.3	3.2	2.7	2.8
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	3.3	3.3	2.4
Non-COLA	2.5	3.2	3.4	2.4
COLA	2.7	3.4	2.2	3.0

	2006	2007	2008	2009
First-Year Adjustment	2.5	3.8	3.6	3.1
Non-COLA	2.4	3.9	3.8	3.1
COLA	2.7	3.5	1.9	3.0
Industries				
Primary Industries	2.8	4.7	4.3	2.5
Utilities	2.3	3.9	2.2	4.1
Construction	3.6	3.3	5.4	-
Manufacturing	2.4	2.5	1.6	2.9
Wholesale and Retail Trade	1.2	2.4	2.8	1.9
Transportation	2.1	2.7	3.0	1.8
Information and Culture	2.5	3.0	2.0	1.9
Finance and Professional Services	2.9	3.5	2.9	1.7
Education, Health, and Social Services	2.6	3.5	3.8	3.5
Entertainment and Hospitality	2.9	3.3	1.8	2.5
Public Administration	2.8	3.5	2.7	2.0
Jurisdictions				
Newfoundland and Labrador	1.7	1.6	5.0	5.0
Prince Edward Island	2.7	2.8	3.0	3.6
Nova Scotia	3.2	3.0	4.1	3.0
New Brunswick	3.0	2.5	3.7	-
Quebec	2.0	3.2	2.4	1.6
Ontario	2.5	3.0	2.7	2.5
Manitoba	2.6	3.0	3.4	2.8
Saskatchewan	2.1	4.1	5.1	-
Alberta	3.4	4.9	4.8	4.4
British Columbia	2.5	3.0	2.7	-
Territories	3.0	3.0	4.4	-

	2006	2007	2008	2009
Multiprovince	3.8	4.0	-	-
Federal Jurisdiction	2.3	2.9	2.8	1.8

Note: *Data for 2009 cover the months of January through March.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1989

Year	Public	Private	Both Sectors
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5

Year	Public	Private	Both Sectors
2007	3.4	3.2	3.3
2008	3.5	2.7	3.3
2009	2.4	2.8	2.4

Note: *Data for 2009 cover the months of January through March.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 325kb) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in March 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Utilities				
Enbridge Gas Distribution province-wide, Ontario Communications, Energy and Paperworkers Union of Canada (CLC) utility workers; office employees and technicians	750	3.0	24.0	Dec 31, 2010
1 agreement	**750**	**3.0**	**24.0**	
Manufacturing				
Cargill Limited, Cargill Foods Division High River, Alberta United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	1,700	2.9	48.0	Dec 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
New Flyer Industries Canada ULC Winnipeg, Manitoba National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) production employees	830	3.3	36.0	Mar 31, 2012
2 agreements	**2,530**	**3.0**	**44.1**	
Wholesale and Retail Trade				
Canada Safeway Limited province-wide, Manitoba United Food and Commercial Workers Canada (CtW/CLC) retail employees	3,300	1.9	60.0	Mar 15, 2014
No Frills Franchise Stores Oakville and other centres, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) retail employees	1,200	1.9	36.0	Jan 29, 2012
2 agreements	**4,500**	**1.9**	**53.6**	
Transportation				
DHL Express (Canada) Ltd. province-wide, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) truck drivers; office employees; warehouse employees	700	2.3	51.0	Mar 31, 2013
1 agreement	**700**	**2.3**	**51.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Information and Culture				
Vidéotron ltée Montréal, Quebec; and Sherbrooke, Quebec Canadian Union of Public Employees (CLC) administrative services employees; technical employees	1,760	3.0	60.0	Dec 31, 2013
1 agreement	**1,760**	**3.0**	**60.0**	
Finance and Professional Services				
National Research Council Canada Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Independent-natl.) scientific and other professional employees	1,540	1.7	48.0	Jul 19, 2011
1 agreement	**1,540**	**1.7**	**48.0**	
Education, Health, and Social Services				
EMC Emergency Medical Care Incorporated province-wide, Nova Scotia International Union of Operating Engineers (AFL CIO/CLC) paramedical professional employees	750	5.1	36.0	Mar 31, 2011
Good Samaritan Society province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) licensed practical nurses; nursing assistants; non-medical employees	1,200	5.7	36.0	Jun 30, 2011
McGill University Montréal, Quebec McGill University Non Academic Certified Association (Independent-local) office employees; technical employees; building maintenance employees	1,700	2.0	36.0	Nov 30, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Northern Alberta Institute of Technology Edmonton, Alberta Alberta Union of Provincial Employees (Independent-natl.) administrative services employees; technical employees; service and maintenance employees	1,050	4.3	36.0	Jun 30, 2010
Pembina Trails School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers	960	3.5	36.0	Jun 30, 2010
Prince Edward Island Department of Health province-wide, Prince Edward Island Prince Edward Island Nurses' Union (CLC) nurses	1,200	4.0	24.0	Mar 31, 2011
Regional Municipality of Niagara, Home for Senior Citizens Niagara Falls, Ontario Canadian Union of Public Employees (CLC) non-medical employees; nursing assistants	900	2.6	36.0	Dec 31, 2011
St. Joseph's Healthcare London London, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) health service and trade employees	1,130	2.9	36.0	Mar 31, 2012
University of Ottawa Ottawa, Ontario Association of Part-time Professors of the University of Ottawa (Independent-local) lecturers	1,500	5.3	36.0	Aug 31, 2010
York Region District School Board Aurora, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	1,500	2.5	48.0	Aug 31, 2012
10 agreements	**11,890**	**3.7**	**36.3**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Public Administration				
Canadian Food Inspection Agency Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Independent-natl.) scientific and other professional employees	1,080	1.7	51.5	Sep 30, 2011
City of Calgary Calgary, Alberta International Association of Fire Fighters (AFL-CIO/CLC) firefighters	1,180	4.5	33.0	Dec 31, 2008
Government of Ontario province-wide, Ontario Ontario Public Service Employees Union (CLC) correctional officers	6,030	2.4	48.0	Dec 31, 2012
3 agreements	**8,290**	**2.6**	**46.3**	
Agreements with COLA - 0 agreement	**0**	**0.0**	**0.0**	
Agreements without COLA - 21 agreements	**31,960**	**2.9**	**43.9**	
All Agreements - 21 agreements	**31,960**	**2.9**	**43.9**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	41,970	B/MED/ARB/ TENT/CO	Sep 07–Jan 08
Canada Revenue Agency	PIPSC	10,440	TENT	Dec 07
Canada Post Corporation	APOC	3,100	B	Mar 09
Government of Northwest Territories	PSAC	2,500	B	Mar 09
City of Ottawa - OC Transpo	ATU	2,300	ARB	Mar 08
CBC/Radio-Canada (province of Quebec and the city of Moncton, N.B.)	CSN	980	B	Mar 09
National Research Council of Canada	RCEA	950	B	Jul 07/Apr 08
Marine Atlantic	CAW Canada	780	ARB	Dec 07
Private Sector				
Air Canada	Various unions	28,570	B	May 09/Jul 09
Bell Canada (Ont. and Que.)	CEP	16,170	B	May 09
Jazz Air LP	CAW Canada/ Teamsters	2,630	B	Jun 09
Canadian National Railway Company	Teamsters	2,000	B	Dec 08
Riscon Services Limited, operating as Garda of Canada (Ont.)	Canadian Airport Workers Union	1,200	B	Mar 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
Greyhound Canada Transportation Group	ATU	1,050	CO	Dec 08
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Boards of Education	ETFO	29,250	TENT	Aug 08
City of Toronto	CUPE	29,100	CO	Dec 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	B	Mar 08
City of Montréal	Various unions	15,690	B/ARB/TENT	Dec 06/Aug 08
City of Ottawa	CUPE/CIPP	10,140	B	Dec 08
Government of Ontario	AMAPCEO	9,100	B/TENT	Mar 09
City of Edmonton	Various unions	8,400	B	Dec 08
City of Calgary	CUPE/Police	6,780	B	Jan 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Nova Scotia Association of Health Organizations	CUPE/CAW Canada	5,700	B	Mar 09
Liquor Control Board of Ontario	OPSEU	5,500	CO	Mar 09
Government of Newfoundland and Labrador	Nurses	4,800	PCB	Jun 08
Emergency Health Services Commission of British Columbia	CUPE	3,400	MED	Mar 09
Canadian Red Cross - Community Health Services (Ont.)	SEIU	3,000	B/TENT	Jul 08
Manitoba Hydro	IBEW/CUPE	3,000	B	Mar 09/May 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Québec	Various unions	1,310	B/ARB	Dec 06
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
Government of Yukon	Yukon Teachers' Association	690	B	Jun 09
Prince Edward Island Department of Health	IUOE	610	B	Mar 09

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Aramark Canada Facility Services Limited, Compass Group Canada Limited, Sodexho MS Canada Limited	Hospital Employees' Union	2,800	B/TENT	Sep 08
National Steel Car Limited (Ont.)	USW	1,060	WS	Apr 09
Lear Canada (Ont.)	CAW Canada	740	CO	Nov 08

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Vale Inco (Ont.)	USW	3,260	May 09
Bombardier Aerospace de Havilland Division (Ont.)	CAW Canada	2,350	Jun 09
McMaster University (Ont.)	CAW Canada	2,080	Jun 09
Mechanical Contractors Association of N.B. Inc.	UA	1,500	Jun 09
Penauille Servisair Inc.	IAMAW	1,200	Jun 09
Prevost Car Inc. (Que.)	CAW Canada	1,200	Jun 09
Lac Erie Steel GP Inc. (Ont)	USW	1,000	Jun 09
NAV CANADA	CAW Canada/PSAC	680	Jun 09
Government of Nunavut	Nunavut Teachers' Association	640	Jun 09

Major Work Stoppages

Involving 500 or more employees, from **April 24 to May 7, 2009**

Employer, Location, Union, and Employees	Issues	Starting	Ending
Université du Québec à Montréal Montréal, Quebec Fédération des professionnèles - CSN 980 professors	Wages	Mar 16/2009 Mar 10/2009 Feb 27/2009 Feb 25/2009 Feb 19/2009 Rotating strike	Apr 24/2009 Mar 10/2009 Feb 27/2009 Feb 25/2009 Feb 19/2009
City of Windsor Windsor, Ontario Canadian Union of Public Employees 1,550 inside and outside employees	Not available	Apr 18/2009	
National Steel Car Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 1,060 plant and maintenance employees	Not available	Apr 6/2009	
Emergency and Health Services Commission Kamloops, Prince George, Vancouver and Victoria, British Columbia Canadian Union of Public Employees 3,500 ambulance paramedics and dispatchers	Wages and working conditions	Apr 1/2009	
Canadian Red Cross - Community Health Services Sudbury, Ontario Service Employees International Union 3,500 home care workers	Not available	Mar 24/2009 Rotating strike	

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

First Edition of the Labour Focus Newsletter

The Labour Program is proud to launch a new quarterly newsletter called *Labour Focus*.

Labour Focus is accessible through the Labour Program's web site, labour.gc.ca, and is issued quarterly. It is filled with articles, announcements, tips and facts, and information about Labour Program events, policies and programs. Go ahead and take a look!

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Workplace Practices—1st Quarter 2009

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

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PRIVACY STATEMENT